MAINTAINING THE POOL PROGRAM

PURPOSE OF THE POOL PROGRAM:

- Generate New Contracts.
- Prepare and motivate poolees for Recruit Training.

THE 5 OBJECTIVES OF THE POOL PROGRAM:

- Participation and Referrals.
- 20% Working Pool.
- Minimize Pool Attrition.
- Minimize MCRD Attrition.
- Maximize PRASP Utilization.

ORGANIZATIONAL STRUCTURE OF THE POOL PROGRAM:

- Pool Program Manager
- Pool Program Specialist
- NCOIC
- Recruiter
- Poolee
- Command Group Members

ACTIONS UPON DEP-IN:

- Immediate “Welcome Aboard” with poolee and family.
- Pool board
- RSS Enlistment Map
- Enlistment Record
- Pool card

WELCOME ABOARD AND RECRUITER BRIEF:

- Go over the Pool Card.
- Go over the “Welcome Aboard” Package.
- Conduct an individual poolee analysis and profile.

WELCOME ABOARD AND RECRUITER BRIEF:

- Record all personal and profile information on pool card.
- Tailor a program and set goals.
- Explain incentives.
- Give poolees learning objectives.
- Coordinate communication.
- Explain all expectations

GENERAL GUIDELINES:

- Weekly contact!
- Personalize the Pool Program to each poolees needs.
- Thoroughly brief the poolee.
- Provide pool meetings that promote “Teamwork”.
- Establish and maintain a relationship with the family.

GENERAL GUIDELINES:

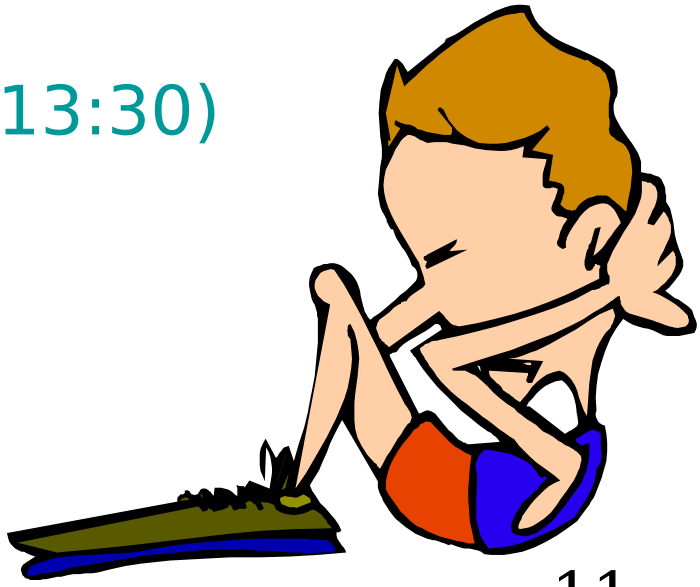
- Make the poolee feel like part of the recruiting effort.
- Treat poolees professionally.
- Show genuine interest and concern.
- Be honest!
- Develop a relationship with the poolee's! (Be a "Mentor")

Maximize Contacts

- Frequency of contact depends on time in the pool.
- Plan for contact along with other activities.
- Be respectful of the poolees schedule.
- Be flexible on time, date and location of pool events.
- Schedule family nights well in advance.

MINIMUM IST (MALE)

- 2 Dead hang pull-ups
- 44 Crunches (2 mins)
- 1.5 mile run (13:30)

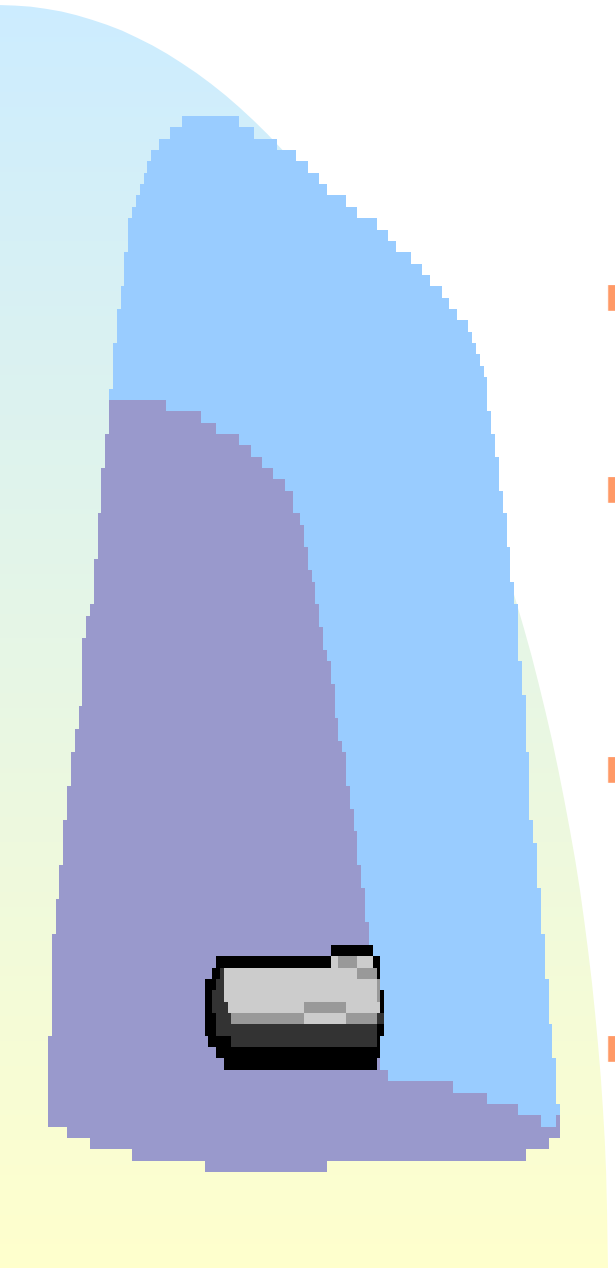


MINIMUM IST (FEMALE)

- Flexed arm hang (12 seconds)
- 44 Crunches
- 1.5 mile run (15 mins)

NCOIC PRE SHIP REQUIREMENTS:

- 30 days prior to ship!
- 72 hours prior to ship!



REPORTS:

- RS/RSS Shipping Schedule
- Poolee Credit and Awards Report
- Pool Attrition by Recruiter Report
- Monthly Pool Program Report

POOL CARD:

- The Pool Card is the primary tracking tool for the Pool Program.

POOL CARD

POOL CARD

NAME: Keith H. Wotherspoon	SOURCE/ACTIVITY: Lis/TC	HIGH SCHOOL: Albany	GRAD YEAR: 99
ADDRESS: 29 Stewart Court Albany, NY 12207	PHONE: (518) 691-2211	PROGRAM: OPEN	WHEN AVAILABLE: 1600-1800
	BENEFIT TAGS 1ST: Tech Skills 2ND: Trav & Adven 3RD: Pride		
DATE TO MCRD: 990727	MISSING DOCUMENTS: HS Diploma; Shot Record	PROMOTION:(CIRCLE) GUAR PFC 1/2 PFC PFC	

PROGRAM ACTION DATES (WEEKLY CONTACTS ON BACK)

PROGRAM ACTION	DATE	RESULTS	REFERRALS PROVIDED BY POOLEE (CIRCLE ALL ENLISTMENTS)		
RECRUITER BRIEFING	980715	Discussed responsiblities as a Poolee; Mon Chk-In; Programs	1 Tom Owenby	6 Nick Matesic	11
VISIT TO HOME	980716	Welcome Aboard Done; Parents briefed on Pool Program	2 Jon Tomczak	7 Russ Wrede	12
VISIT TO HOME (FINAL PRE-SHIP)	990724	Final Screen - No Problems Parents Briefed- OK	3 Wally Hills	8	13
VISIT TO HOME (DEPARTURE)	990727	Pick-Up, Motivate take to Motel; Departure Brief	4 Emory Keaton	9	14
FAMILY NIGHT	981115	Both Parents attended, answered questions	5 Joe Drake	10	15

CHANGE IN STATUS FROM DEP DATE (CIRCLE)

DEPENDENCY EDUCATION PHYSICAL

DRUGS MORAL OTHER NO CHANGE

speeding ticket-Paid

POOLEE ATTITUDE (CIRCLE)

BA AA E

LATEST IST C12

DATE:	PU	SU	RUN
990715	17	77	10:12

NCOIC/RECRUITER COMMENTS CONCERNS:

Excellent Poolee, very motivated, good shape, good for referrals

Job Choices: 1. Aviation Mech 2. Security Forces 3. Computers

RECRUITER: Brownell

NAVMC 11096 (REV. 3-92) (Previous editions are obsolete)
SN: 0000-00-006-8301 U/I: 250 PER PG

POOL CARD

DATE	TIME	RESULTS
7 OCT	1600	TC doing OK
14 OCT	1700	office visit
21 OCT	1630	2 referrals
28 OCT	1700	1 referral
4 NOV	1200	officer visit
11 NOV	1800	Pool Mtg
18 NOV	1530	CI doing OK
25 NOV	1830	saw at HSV
9 DEC	1600	Pool Mtg
16 DEC	1705	went to home to discuss "Jobs"
23 DEC	1605	TC Motivated
30 DEC	1730	Pool Mtg
11 JAN	1230	saw in Mall
18 JAN	1730	CI got ticket
25 JAN	1830	OT ticket PD
31 JAN	1530	HSV- doing well, should grad
3 FEB	1700	TC doing good
15 FEB	1630	OT Good to Go
17 FEB	1530	Pool Mtg

DATE	TIME	RESULTS
24 FEB	1700	TC No Probs
2 MAR	1600	CI doing good
14 MAR	1700	OT 19 PU'S
21 MAR	1530	HSV good job
30 MAR	1630	Pool Mtg
7 APR	1545	OT 72 crunchs
14 APR	1730	OT 1 referral
21 APR	1630	TC got the flu
28 APR	1710	TC feeling ok
4 MAY	1800	OT all better
11 MAY	1230	CI 2 referrals
18 MAY	1630	OT doing good
25 MAY	1700	HSV will grad
8 JUN	1800	CI referral
15 JUN	1300	OT 19 PU'S
23 JUN	1600	TC No Probs
27 JUN	1630	Graduated!!!
15 JUL	1645	Final IST
24 JUL	1640	Final PreShip

DATE	TIME	RESULTS
21 JUL	1730	TC ready to go
27 JUL	1700	PU to ship!!!
5 AUG	1230	First Pool Mtg
12 AUG	1450	Initial IST
19 AUG	1130	CI push referrals
26 AUG	1630	OT doing good
9 SEP	1730	OT started school
16 SEP	1630	Pool MTG
23 SEP	1730	TC doing good
30 SEP	1605	TC no referrals

POOL FUNCTION ATTENDANCE

SHOW/NO SHOW (CIRCLE)

OCT	S	NS	APR	S	NS
NOV	S	NS	MAY	S	NS
DEC	S	NS	JUN	S	NS
JAN	S	NS	JUL	S	NS
FEB	S	NS	AUG	S	NS
MAR	S	NS	SEP	S	NS

FOR DISPOSITION DIRECTIONS SEE CHPATER 3-C, GFR

MONTHLY POOL PROGRAM REPORT

RSS	CURRENT MONTH								FISCAL YEAR TO DATE					
	TOTAL IN POOL	# WORKING	% WORKING	1/2 PFC'S	PFC'S	# OF NC'S FROM DEP	% OF NC'S FROM DEP	POOL DISCH'S	TOTAL NC'S YTD	# OF NC'S FROM DEP YTD	% OF NC'S FROM DEP YTD	AWARDS		POOL DISCH'S YTD
												JKT	PFC	

Monthly Pool Program Report

Figure 4-16

QUESTIONS ??